

Sonoma County
System Improvement Plan Approval Document
Received October 13, 2004

Program Areas:	Improvement Plan			Anticipated Date of Completion
	*Required		Strategy:	
	Yes	No		
Safety:				
<ul style="list-style-type: none">Recurrence of Maltreatment		X	<i>Data reports, Safe Measures and contact with county will be used to monitor progress.</i>	
<ul style="list-style-type: none">Abuse/Neglect in foster care		x		
<ul style="list-style-type: none">Timely ER Response	x		<ul style="list-style-type: none">County is providing ongoing training and uses a quality assurance tool to ensure full utilization of CWS/CMS. They believe this strategy will improve performance in this area.Use Safe Measures to monitor compliance. <i>Data reports, Safe Measures and contact with county will be used to monitor progress.</i>	On-going
<ul style="list-style-type: none">Social Worker Visits with child		x	<ul style="list-style-type: none">Publish expectation of data entry of monthly contacts; utilize Safe Measures to monitor entry; involve supervisors in the process of encouraging and maintaining data entry.The Placement Section Manager, the CWS/CMS Application Trainer/Mentor (ATM) and Planner Analyst will develop a procedure for the correct identification and coding of youth who are Whereabouts Unknown; and review the existing procedure for using CWS/CMS to track visit exceptions. If necessary, training on both procedures will be provided to placement staff.Review alternatives and develop the best plan for providing dedicated time for staff to enter contactsSummer Collaboration: During the summer months, when schools are	10/31/04

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			<p>not in session and there is a drop in the numbers of referrals received by Emergency Response, ER staff will assist placement staff by completing planned visits.</p> <ul style="list-style-type: none"> • Explore technological solutions to contact entry. • Use Safe Measures to monitor compliance. 	On-going
			<i>Data reports, Safe Measures and contact with county will be used to monitor progress.</i>	
Permanency				
<ul style="list-style-type: none"> • Time to Reunification 	X		<p>Improve data quality in the time to reunification measures.</p> <ul style="list-style-type: none"> • Review the policy and procedures on trial home visits and issue guidelines for its use in returning children safely to their homes. <p>Undertake a systematic review of current reunification services with the goal of developing best practice strategies for achieving permanency for all children with a focus on fairness and equity.</p> <ul style="list-style-type: none"> • Conduct a series of training sessions and focus groups with foster parents, social workers and relative caregivers to evaluate issues in achieving permanency for all children across all racial and ethnic groups. • Evaluate and implement best practices for achieving permanency for children. • County is providing ongoing training and uses a quality assurance tool to ensure full utilization of CWS/CMS. They believe this strategy will improve performance in this area. 	<p>12/31/04</p> <p>12/32/04</p> <p>On-going</p>
			<i>Data reports, Safe Measures and contact with county will be used to monitor progress.</i>	
<ul style="list-style-type: none"> • Time to Adoption 		X	<ul style="list-style-type: none"> • Conduct joint meeting with State Adoptions to improve communication and permanency decisions. 	On-going

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			<ul style="list-style-type: none"> CWS and State adoptions will work jointly in researching and developing a reunification prognosis tool. 	On-going
<ul style="list-style-type: none"> Placement Stability 		X		
<ul style="list-style-type: none"> Foster Care re-entry 		X		
			<i>Data reports, Safe Measures and contact with county will be used to monitor progress.</i>	
Well-Being				
<ul style="list-style-type: none"> Preserving family relationships 			<ul style="list-style-type: none"> Seek out partnerships and build on existing ones in order to expand the service arrays for Native American and African American families. (Focus area is ER & FM cases) Develop a systematic process of identifying specialized services for Native American and African American families. 	On-going
<ul style="list-style-type: none"> Least Restrictive Placements 				
<ul style="list-style-type: none"> ICWA Placements 				
<ul style="list-style-type: none"> ILP 				

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Systemic				
<ul style="list-style-type: none">Statewide Information System			<p>Staff will receive consistent training and have available printed or online materials that will assist them in CMS tasks.</p> <ul style="list-style-type: none">Develop a CWS/CMS training lab that uses either the training region or Scenario Manager in order to provide consistent training to groups of staff.FY&C will utilize its 2003-04 and 2004-05 UC Davis allocated training days to provide staff training on needed areas in CMS.The FY&C Division will develop and provide staff with detailed training materials, and access to web-based training.	
<ul style="list-style-type: none">Case Review System				
<ul style="list-style-type: none">Quality Assurance System				
<ul style="list-style-type: none">Training				
<ul style="list-style-type: none">Service Array				
<ul style="list-style-type: none">Agency Responsiveness to the Community				
<ul style="list-style-type: none">Foster and Adoptive Parent Licensing, Recruitment and Retention			<p>Assess the current foster care recruitment and retention efforts and develop strategies that will lead to increases in people applying for a license and also remaining as foster parents.</p> <ul style="list-style-type: none">Convene a Foster Care Recruitment and Retention (FCRR) Workgroup composed of social work staff,	

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			<p>Redwood Empire Foster Parent Association and Partnership in parenting teachers to study current efforts and develop new strategies in recruitment and retention.</p> <ul style="list-style-type: none">• Improve targeted recruitment efforts and improve response times all through the process.• Assess the foster care orientation process in materials and presentations in order to also target people interested in providing longer-term foster care so they will continue in the licensing process.	
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